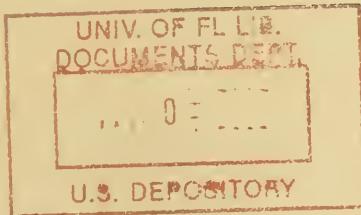


NATIONAL RECOVERY ADMINISTRATION

PROPOSED CODE OF FAIR COMPETITION  
FOR THE  
SHOE POLISH INDUSTRY

AS SUBMITTED ON AUGUST 30, 1933



The Code for the Shoe Polish Industry  
in its present form merely reflects the proposal of the above-mentioned  
industry, and *none of the provisions contained therein are*  
*to be regarded as having received the approval of*  
*the National Recovery Administration*  
*as applying to this industry*

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1933

SUBMITTED BY  
SHOE POLISH INSTITUTE  
(II)

## PRELIMINARY CODE OF SHOE POLISH INSTITUTE

### ARTICLE I—PURPOSE

This code is set up for the purpose of increasing employment, establishing fair and adequate wages, effecting necessary reduction of hours, improving standards of labor and eliminating unfair trade practice to the end of rehabilitating the shoe polish industry and enabling it to do its part towards establishing that balance of industries which is necessary to the restoration and maintenance of the highest practical degree of public welfare.

### ARTICLE II—PARTICIPATION

When approved by the President of the United States, this code shall immediately be binding upon all persons, partnerships and corporations engaged in the manufacture or sale, directly or indirectly of shoe polishes, cleaners, dyes, and any chemical products for use on shoes or leather, including manufacturers' agents and manufacturers' distributors who sell to the jobbing or wholesale trade, performing all the functions of the manufacturer except the actual manufacture of the product, but not including manufacturers who sell to shoe factories and tanneries.

### ARTICLE III—LABOR PROVISIONS

#### (A) GENERAL

(1) Employees shall have the right to organize and bargain collectively, through representatives of their own choosing, and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

(2) That no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing.

(3) Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

(4) *Child Labor.*—Minors under the age of sixteen (16) years shall not be employed in the Shoe Polish Industry.

#### (B) MINIMUM WAGES

(1) Each employer shall pay to female employees a minimum wage at the rate of 30¢ per hour, for forty (40) hours per week.



(2) Each employer shall pay to male employees a minimum wage at the rate of 37½¢ per hour, for forty (40) hours per week.

(3) Minimum weekly wage scales shall be adhered to by employers irrespective of whether employees are operating on a weekly, hourly, or piece-work basis.

#### (C) MAXIMUM HOURS

(1) (Excluding watchmen and outside salesmen).—No employer in the Shoe Polish Industry shall employ any employee on a schedule of hours of labor which exceed forty (40) hours per week over a one month period, and a maximum of forty-four (44) hours in any one week.

(2) However, for a total period of three months during any calendar year, an employer may have a longer schedule of hours for labor, to take care of seasonal requirements, provided he does not require employees to work more than forty-eight (48) hours in any one week, nor more than an average of forty (40) hours per week during the entire year.

(3) These provisions shall not, however, apply to repair shop crews, engineers, electricians, firemen, cleaners, office staffs, supervisory staffs, shipping personnel, which excepted groups shall have for a maximum schedule of hours of labor forty-four (44) hours average for the year, and no more than forty-eight (48) hours in any one week.

### ARTICLE IV—ADMINISTRATION

The Executive Committee is constituted the agency to enforce the provisions of this code and shall in particular:

(1) Serve as a grievance committee to which all complaints of violations of the code shall be referred for hearing, with power to represent the Industry in taking such proper action with respect to violations as is considered advisable under the circumstances.

(2) Provide for the compilation of statistics and other information required under authority of the President of the United States and the National Recovery Administration.

(3) Represent the Industry in conferences with the Administration respecting the application of this code, the National Recovery Act and regulations issued thereunder, providing, however, that the Executive Committee shall have no power in such conferences to bind the Industry or any of its subdivisions, and

(4) Shall have such other powers as may be proper and necessary to administer the affairs of the Industry under the National Recovery Act.

### ARTICLE V—FAIR TRADE PRACTICE RESERVATION

For the purpose of providing for fair trade practices, and for powers necessary for administering and governing the provisions of the code, the right is reserved to submit for approval such amendments and other provisions as may be deemed necessary.

